

CALIFORNIA OCCUPATIONAL GUIDES



BAKERS, RETAIL



WHAT DOES A RETAIL BAKER DO?

RETAIL BAKERS work in bakeries where they bake products sold on the premise. They prepare baked goods, such as breads, cakes, sweet rolls, pies, and cookies. Bakers employed in smaller retail bakeries engage in many different types of baking activities.

Retail Bakers perform the following tasks:

- Weigh, measure, and combine ingredients, which include flour, sugar, yeast, and shortening to make batter, dough, fillings, and icings.
- Fill large mixing/blending machine bowls with these ingredients to mix the products according to a recipe.
- Control the timing and mixing speed of the mixing machine to ensure uniform consistency and blending of the ingredients.

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2003

INTEREST AREA
REALISTIC



- Knead, roll, twist, cut, and shape the prepared dough to make rolls, pie crusts, cookies, and breads.
- Cut, peel, and prepare fruit for pie or pastry filling.
- Mix and cook pie filling and pour filling into pie shell, cover it with a top crust if necessary, and bake the pie.
- Place the prepared batter or dough in baking pans, molds, or on cooking sheets and bake the product in ovens.
- Mix and apply glazing, icing, or other toppings on the baked goods.

Bakers may also develop their own recipes or procedures to make cookies, doughnuts, pies, pretzels, and pastries. Some Bakers decorate wedding cakes, birthday cakes, and fancy pastries.

WHAT SKILLS ARE IMPORTANT?

A Baker must be in good physical condition, be able to read, know simple arithmetic, including fractions, in order to read recipes and to measure or modify baking formulas.

Important skills, knowledge, and abilities for Retail Bakers include:

- Operation and Control – Controlling operations of equipment or systems.
- Food Production – Knowledge of techniques and equipment for planting, growing, and harvesting food products (both plant and animal) for consumption, including storage/handling techniques.
- Written Comprehension – The ability to read and understand information and ideas presented in writing.
- Information Ordering – The ability to arrange things or actions in a certain order or pattern according to a specific

rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).

- Wrist-finger Speed – The ability to make fast, simple, repeated movements of the fingers, hands and wrists.
- Finger Dexterity – The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.
- Manual Dexterity – The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.

WHAT'S THE WORK ENVIRONMENT?

The working sections of the bakery are often hot, and the worker may be exposed to flour dust and oil mist. Bakers must be able to stand all day. Bakers bend, stoop, push, and lift and carry raw materials that can weigh as much as 100 pounds. Established safety procedures help reduce the hazards in this job, which include hazards from possible burns from hot ovens and baking pans and strains received from trying to lift too much weight. In addition, the cleaning solvents and pesticides used to keep the bakery clean are also hazardous.

Union Membership

Bakeries in chain grocery stores may be union shops; smaller bakeries are less likely to be unionized.

WHAT'S THE CALIFORNIA JOB OUTLOOK?

The following information is from the occupational projections produced by the Employment Development Department (EDD) Labor Market Information Division (LMID):

| | |
|--|--------|
| Estimated number of workers in 2000: | 18,900 |
| Estimated number of workers in 2010: | 23,100 |
| Projected Growth 2000-2010: | 22.2% |
| Est. Openings due to separations by 2010: | 3,300 |
| <i>These figures do not include self-employment.</i> | |

Retail Bakers will grow at an average rate compared with all occupations in California.

Most of the employment in the occupation is in independent, stand-alone bakeries and so-called captive bakeries located in grocery chains.

Trends

The trend towards the purchase of ready-to-eat meals will continue to boost the demand for breads, pastries, cakes and other baked goods. Future growth may be slower, though, as the number of retired persons increases. This population is at once more likely to have a smaller family to feed and to be less likely to venture out to a bakery.

An increase of on-premise bakeries, which operate in supermarkets and shopping malls, will add to the number of new job opportunities.

WHAT DOES THE JOB PAY?

California Earnings

Bakers 2002 Wages

| | | | |
|-------------------------|--------|----|----------|
| Hourly wages range from | \$8.30 | to | \$14.52 |
| Average hourly wage | | | \$11.76 |
| Average annual wage | | | \$24,477 |

Source: Occupational Employment Survey of Employers by EDD/LMID.

Wages for Retail Bakers vary according to area, experience, and production volume of the bakeshop. Most of the smaller and locally-run bakery shops are not unionized. Entry-level jobs may start at the minimum wage. Pay rates increase as the employee acquires skills and knowledge of baking. Fully experienced cake decorators usually earn more than other Bakers.

Many nonunion bakeshops try to maintain pay levels that are in line with union wages in order to attract and keep valued employees.

Hours

Most Bakers work a five-day, forty-hour week. The normal workweek for union shops is thirty-five hours. Bakers who own their own shops may work up to sixty or more hours per week. Bakers, in general, often work unusual hours. Some work nights while others may report for work very early in the morning. Many Retail Bakers work on weekends and take their days off during the

week. In addition, Bakers usually work long hours just before major holidays.

Benefits

Benefits vary according to the establishment but generally include vacation and health insurance.

HOW DO I PREPARE FOR THE JOB?

Education and Training

Most inexperienced workers begin as helpers who wash pots and pans and carry ingredients to mixing machines. They learn baking skills while working alongside experienced Bakers. Entering into a formal apprenticeship program is one of the best ways of receiving training as a Baker.

Information regarding apprenticeship programs is available from a local office of the Division of Apprenticeship Standards, California Department of Industrial Relations. The entry-level job is usually that of Baker's helper. Local unions, trade schools, bakeries, and journey-level Bakers may also be sources of information. Trade and vocational schools often offer baking programs lasting from one to two years and help with job placement upon completion of the program.

Licensing and Certification

Retail Bakers do not need to be licensed.

Continuing Education

Bakers learn on the job from others and through practice to enhance their skills.

HOW DO I FIND THE JOB?

Applicants wishing to find bakery work should contact employment offices of supermarket chains or apply directly at their neighborhood bakery shops. Local bakery supply houses may also provide employment leads.

Direct application to employers remains one of the most effective job search methods. Private firms are listed in the yellow pages under Bakeries. California job openings can be found at various online job-listing systems including CalJOBSSM at www.caljobs.ca.gov or at America's Job Bank at www.ajb.dni.us.

For other occupational and wage information and a listing of the largest employers in any county, visit the Employment Development Department Labor Market Information Web page at www.calmis.ca.gov. Find further job search assistance from your nearest Job Service office www.edd.ca.gov/jsloc.htm or the closest One-Stop site listed on the California WorkNet site, www.sjtcc.ca.gov/sjtccweb/one-stop.

WHERE CAN THIS JOB LEAD?

As a Baker gains experience, promotional opportunities may include supervising other Bakers. In larger establishments, promotion into management is possible.

OTHER SOURCES OF INFORMATION

The Retailer's Bakery Association
14239 Park Center Drive
Laurel, MD 20707-5261
(301) 725-2149
(800) 638-0924
www.rbanet.com

The Bakery, Confectionery, Tobacco Workers and Grain Millers Int'l Union
10401 Connecticut Avenue
Kensington, MD 20895
(301) 933-8600
www.bctgm.org

CA Division of Apprenticeship Standards
For the closest district office, visit
www.dir.ca.gov/DAS/das.html,
or call Apprenticeship Standards
Information listed in your telephone
directory business white pages

Employment Projections by Occupation
www.calmis.ca.gov/htmlfile/subject/occproj.htm

Employment and Wages by Occupation
[www.calmis.ca.gov/file/occup\\$/OES\\$.htm](http://www.calmis.ca.gov/file/occup$/OES$.htm)

RELATED OCCUPATIONAL GUIDES

| | |
|-----------------------|---------|
| Cooks and Chefs | No. 93 |
| Bakers, Manufacturing | No. 330 |

OCCUPATIONAL CODE REFERENCES**SOC** (*Standard Occupational Classification*)

Bakers 51-3011

O*NET (*Occupational Information Network*)

Bakers, Bread and Pastry 51-3011.01

OES (*Occupational Employment Statistics*)

Bakers, Bread and Pastry 65021

DOT (*Dictionary of Occupational Titles*)

Pie Maker 313.361-038

Baker 313.381-010